

AALL Committee Activities and Action Plan

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Committee Name: Diversity & Inclusion Committee

**Major Activities
for 2016-2017:**

To advance the Education goal, the Committee organized and will host the annual Diversity & Inclusion Symposium and Reception. The Symposium is entitled, "Intersectionality and Identifying with Multiple Identities: Race, Gender, and Beyond." Cameron Gowan is the moderator and our panelists are: Errol A. Adams, Magalie Desince, Avery Le, and Alex Berrio Matamoras.

To advance the Equitable Access to Legal Information goal, the Committee publicized the Minority Leadership Development Award (MLDA) to the Open Member Forum, all Special Interest Sections, all regional chapters, and all of the racial caucuses. The Committee will review the applications. The MDLA recipient will be mentored by a member of AALL and have an opportunity to serve on an AALL committee during the year following the award.

The Committee proposed an agenda item to the Executive Board to change the name of the Diversity Committee to Diversity & Inclusion Committee. The Executive Board unanimously approved the agenda item.

To promote further diversity and inclusion, the Committee highlighted a "Librarian of the Month" through our AALL Community, The Commons. The Commons is open to all AALL members. It serves as an open discussion of diversity and inclusion and offers a way for caucuses to communicate with each other in a single forum that will preserve documents and discussions. It is also a forum for the Diversity & Inclusion Committee to highlight and celebrate the diversity and inclusion of our profession to AALL membership at large. These were also included in the President's monthly newsletter.

The Committee sent out a brief survey to learn more about the makeup and needs of the AALL membership, identify issues of concern to AALL members, and help foster policies that better promote diversity and inclusion within the organization.

The Committee started sending out a monthly email to new members. The effort was started to bring early attention to both the work of the Committee and the affinity Caucuses

**Proposed Activities
for 2017-2018:**

The Committee will be hosting a Town Hall on February 3, with Richard Leitner as the host. We will be promoting this on the list serves and through Commons. The purpose of the Town Hall is to promote education about the committee and the work it does on behalf of AALL members.

The Committee will continue to organize and host the annual Diversity & Inclusion Symposium and Reception.

The Committee will continue to explore collaborative efforts with caucuses and social responsibility interest groups to promote diversity and inclusion at annual and regional conferences. Various caucuses and SIS groups are currently in communication about what each group is working on and how the groups can support each other in their individual and collective efforts.

The Committee will award the Minority Leadership Development Award (MLDA).

The Committee will explore additional ways to publicize the MLDA to increase the applicant pool.

The Committee will continue to work with the Executive Board to streamline the MLDA application process to increase the applicant pool.

The Committee will continue to promote and highlight diversity and inclusion through The Commons.

The Committee may submit a proposal for one diversity webinar next year. The webinar will be open to all AALL members.